

Equality Impacts St Kilda Board report April 2016

Identify the potential positive and negative impacts on specific groups

This Equality Impact Assessments uses the Torbay Council format as the decision with respect to this matter will be made by the Director of Adult Social Care at Torbay Council.

The Board paper recommends that the Trust does not proceed with a stand-alone new-build replacement for St Kilda's, but instead re-provides these services within the existing footprint of Brixham Community Hospital and the local care sector as part of a broader reconfiguration within the Brixham and Paignton communities.

This new model of care is part of our overall strategy to provide more services in people's local communities, in partnership with GPs, other public sector organisations, voluntary agencies and the private sector. By better supporting people to live well at home and in their communities, we will need fewer hospital beds. If the Trust Board accepts that the new care model requires a different solution to that previously proposed and no longer requires a new build St Kilda, a decision is also needed in relation to the current contract for services from St Kilda's.

The nature of this proposal makes it a "Key Decision" for Torbay Council under the existing formal Partnership Agreement. Following Trust Board consideration and decision the Trust is required to present a formal recommendation to the Director of Adult Social Care Services of Torbay Council for a final decision on the proposed model of care, configuration of services and therefore future of the contract with SCCT for the provision of services from St Kilda's.

The proposal is not to proceed with the planned St Kilda new build to re-configure the provision of services from St Kilda's in Brixham with the services being re-provided locally across the statutory, independent and voluntary sectors. The services being provided at St Kilda's cover long-stay placements for four residents, Intermediate Care, Short-Breaks capacity, Day Services and Community Meals.

Group	Positive Impact	Negative Impact & Mitigating Actions	Neutral Impact
Older or younger people		<p>There will be some changes to the way services are provided to predominantly older people. However this does not mean a reduction in service but a change. Whilst this change will have an impact we will ensure that older people are fully supported so that they are able to continue to receive the services they need.</p> <p>Further detail included in the section below relating to People with caring Responsibilities would also apply to older people</p>	There are no services provided at St Kilda specifically for younger people
People with caring Responsibilities		<p>St Kilda's enjoys an excellent reputation with carers and the cared for and thus the loss of these services (Long Stay placements, Intermediate Care and Short Breaks) will be a concern, but will be mitigated by the proposals below:</p> <p>Social Care</p> <p>The new model identifies the need to provide services in the client's home or as close to home as possible and at the heart of the community. It is proposed that the step-down and respite care beds and residential beds currently in St Kilda's are re-provided within the local community in other private care homes with capacity. This model supports the care market and utilises private sector assets in delivering these services locally via purchasing contracts as part of the way forward. This is a move away from a centralised model to a person centred model with people cared for within their community.</p> <p>Care requiring nursing oversight</p>	

Small bed numbers and the need for nursing oversight necessitates consideration of the co-location of acute community and intermediate care beds where possible and where needed, and is the model approved and stakeholder endorsed in the St Kilda's business case. As the demand for acute community beds has reduced, capacity has become available to accommodate the ten intermediate care beds from St Kilda's requiring nursing oversight adjacent to the community hospital beds within the existing inpatient area at Brixham Community Hospital, eliminating the need for a new build to house beds. Investment will be required to provide a suitable single room setting for intermediate care and active assessment and rehabilitation.

Day Services Model

The day centre at St Kilda's currently provides a regular service to 11 members of the population of Brixham five days per week with the capacity to increase to 20 places. It is an extremely well regarded service for the local population that is seen as vital for the community and an essential service provision. The aspiration is that the day centre will form a critical component of a health and well-being hub centred on the Brixham Community Hospital site that also provides a base for socialisation opportunities for older people experiencing isolation thus reducing their need for other care services, and which can also support people with more complex needs including essential personal care. Client and carer day support for people with dementia will be provided through tailored activities such as a dementia café. This will help prevent the increasing

		<p>demand for services driven by isolation and loneliness of older people. While the local voluntary sector, primarily Brixham Does Care, provides a stirring service in this regard, they too have identified an unmet need which such a base could provide a solution to, and have indicated an interest in being involved as a partner to deliver this service. This facility will also provide a location to undertake needs assessments in a more 'normal' environment to evaluate activities of daily living, etc. In summary, the future service model described for day caring is intended to be delivered through partnership with the local voluntary sector, supported by skilled not qualified staff as needed for the complexity of need and with clinical oversight from the nursing leadership within the bed based services in Brixham Community Hospital.</p> <p>Space can be created within the existing buildings on the Brixham site which, with the investment of c£200,000, could be re-configured as a vibrant day caring and assessment centre at the heart of the Brixham hub. This extended service would be challenging to deliver in St Kilda due to the constraints of the facility. The existing partnership with the voluntary sector is vital to the successful delivery of this service model and both Torbay Council and the ICO would support these services being delivered primarily by the third sector on the healthcare owned site. We would wish to build upon these arrangements and anticipate voluntary sector involvement as Brixham has a strong voluntary sector. This sector has already expressed an interest in being involved in the development of the service model, supporting a co-design with the wider community and in being a potential delivery</p>	
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People with a disability	Services would be delivered in an improved estate.		The St Kilda services, despite having quality staff, operate in a building with limitations. With any replacement facility the environment for disabilities would be at least the same and most probably improved.

Women or men			We would only organise services from a provider that complies with all relevant legislations and standards, and is non-discriminatory.
People who are black or from a minority ethnic background (BME))			We would only organise services from a provider that complies with all relevant legislations and standards, and is non-discriminatory.
Religion or belief (including lack of belief)			We would only organise services from a provider that complies with all relevant legislations and standards, and is non-discriminatory.
People who are lesbian, gay or bisexual			We would only organise services from a provider that complies with all relevant legislations and standards, and is non-discriminatory.
People who are transgendered			We would only organise services from a provider that complies with all relevant legislations and standards, and is non-discriminatory.
People who are			We would only organise services

in a marriage or civil partnership			from a provider that complies with all relevant legislations and standards, and is non-discriminatory.
Women who are pregnant / on maternity leave			Not applicable for service users for this cohort of services and its age range
Socio-economic impacts (Including impact on child poverty issues and deprivation)	<p>If the site was made available for housing and key workers it would further improve the Brixham economy and help with the supply of essential staff/workers to key care and education services</p> <p>Affordable homes would support local families to stay local and work and live in Brixham and the surrounds</p>		

	One potential option is also for land at Brixham Hospital to be used in this manner.		
Public Health impacts (How will your proposal impact on the general health of the population of Torbay)			Not applicable
Cumulative Impacts – Council wide (proposed changes elsewhere which might worsen the impacts identified above)	None identified by this proposal		